

PUBLIC SECTOR EQUALITY DUTY

1 Purpose

- 1.1 This report provides an assessment of the Council's performance against the Public Sector Equality Duty and meets the requirements of Regulation 2 of the Equality Act 2010 (Specific Duties) Regulations 2011.

2 Recommendations/for decision

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| 2.1 The Scrutiny Committee is asked to consider the contents of the Report in Annex 1 and highlight any issues that it wishes Cabinet to consider prior to approving its publication (to meet the Council's Statutory Duty). |
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3 Supporting information

- 3.1 Section 149 of the Equality Act 2010, the Public Sector Equality Duty (PSED), came into force on the 5 April 2011. The objective behind the duty is to ensure that consideration of equality issues forms part of the routine, day-to-day decision making and operational delivery of the public authorities. In summary, it requires that the Council must, in the exercising of its functions, have due regard to the need to :
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Equality Act
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not by :
 - Removing or minimising disadvantage that people in the protected groups suffer because its connected to that protected characteristic
 - Take steps to meet the needs of people from the protected group where these differ to those of other people
 - Encourage participation from protected groups in public life or other activity where their participation is disproportionately low
 - Foster good relations between persons who share a relevant protected characteristic and those who do not by :
 - Tackling prejudice
 - Promoting understanding
- 3.2 The protected characteristics are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity status, race, religion or belief, sex, sexual orientation.
- 3.3 The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on the 10 Sept 2011. In summary they require the Council to :
- Prepare and publish one or more equality objectives. This is an ongoing requirement to be met within 4 years from the last date of publication (ie renewed every 4 years)
 - Publish annually information to demonstrate its compliance with the general Equality Duty and this information must include :

- Information relating to persons who share relevant protected characteristic who are its employees and other persons affected by our policies and practise (such as service users)
- 3.4 Publish information in such a manner that it is accessible to the public, including within an other published document.
- 3.5 The Government Equality Office has states that these regulations are designed to ensure that public bodies are transparent about their compliance with the Equality Duty. And, that by publishing information about their equality performance and objectives, public bodies will be accountable to the people and communities they serve.
- 3.6 Attached in Annex 1 is the Equality Report 2018. The report includes information about the population of the district about our staff and what we have done in recent times to meet the duty.

4 Options considered

- 4.1 None – Statutory Requirement

5 Reasons for Recommendation

- 5.1 Comply with Statutory Duty

6 Resource implications

- 6.1 None

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Background Documents None